

# WECKERLE Company Policy

## OUR VISION

We **set trends**, constantly improve and **are always one step ahead**.

Our goal is to be **number one globally** and in all **local** markets in the future.

This provides the **company**, and thus our **employees** and **customers**, with the **security** of having a reliable partner at their side.

OUR MISSION    **We are pioneers** in automated lipstick production.

## OUR VALUES

- Responsibility**    We rely on decisions that every employee stands up for. In doing so, we act responsibly toward customers and colleagues. This brings us further personally and entrepreneurially. We are committed to meeting applicable legal and customer requirements.
- Trust**    We rely on each other. Individually, as a team and across companies. For our customers, this means that they can rely on our promises.
- Courage**    Our courage helps us to be innovate and able to change. This will help us to move forward. To develop further we are ready to accept mistakes and learn from them.
- Pioneering spirit**    We always want to be one step ahead in order to develop the best possible solutions. This means that we are always looking for improvements. The learning results should serve to continuously optimize our products and processes and to secure jobs.

# WECKERLE Environmental & Sustainability Policy

Environmental protection & sustainability = important component of corporate policy

Our goal is to reconcile profitable production and environmental protection.

In addition, we are committed to **complying with legal and regulatory requirements** and other environmental interests.

To achieve this, we have established an **environmental management system** (EMS) for the Weckerle Machines site in Weilheim.

We are committed to the **continuous improvement** of this EMS **to improve our environmental performance** and **to prevent or reduce environmental impacts**.

We protect the climate by **reducing our CO2 emissions** and thus helping to improve living conditions on Earth today and in the future. We compensate for CO2 emissions that cannot be avoided by supporting climate protection projects, which always also benefit the everyday lives of people in developing countries. In addition, we participate annually in the CDP (Carbon Disclosure Project).

# WECKERLE Health and Safety Policy

It is the policy of Weckerle Machines to ensure, so far as it is reasonably practical, the **health, safety and welfare** at work of all its employees, contractors and visitors, in accordance with the **relevant statutory requirements**.

We avoid accidents or work-related illnesses and are convinced, that the most effective prevention of injury is the **awareness and commitment of employees** at every level. We ensure this by:

- Provide and maintain **equipment and places of work that are safe** and without risk to health.
- Provide as necessary, **information, instruction, training and supervision** that is required to ensure health and safety at work of our employees.
- Encourage staff to set high standard of safety and to **foster an attitude of mind** which accepts good safety practice as normal.
- **continuous improvement** of occupational health and safety.

In pursuance of this policy Weckerle GmbH has appointed a **Safety Officer** to advise the organization on all matters relating to health, safety and welfare, and to oversee its implementation.

The objective of this health & safety statement can only be achieved through the support and cooperation of all staff. It is therefore the responsibility of all employees, to ensure that by their activities or behavior, they **do not knowingly create hazards** for themselves or others.

# WECKERLE Social Policy

Our **vision** includes the **free development** of each employee during work,  
**protection against discrimination** in the workplace, respect for **human rights** and the disregard of **corruption**.

**Code of Conduct** = Responsibilities of every Weckerle employee

**Content:** Compliance with human rights and applicable law, no forced labor or child labor, integrity and anti-corruption, no improper payments/gifts, compliance with occupational and plant safety, health protection, fair remuneration and working hours, non-discrimination, freedom of association and collective bargaining autonomy, environmental protection, harassment, wage production

## Verification of the suppliers

- e.g. with regard to existing quality, environmental and occupational safety management system and our own Code of Conduct.

## Additional measures

- Compliance and implementation of standards by business partners and along the entire supply chain
- Works Council in the company and valid company agreements
- Active involvement of employees (WEWIN, employee survey)
- Active complaint mechanisms (works council, HR, complaint/improvement mailbox)

